Central Intelligence Agency



Washington, D. C. 20505

85 -2207

DD/A Registry

24 JAN 1985

The Honorable Edward P. Boland Chairman Permanent Select Committee on Intelligence House of Representatives Washington, D.C. 20515

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees,

Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. (S)

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be

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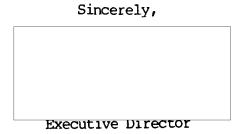
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P-100 DCI EXEC REG The Honorable Edward P. Boland

in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible. (U)

Adoption of these criteria will increase the cost of overseas pay by approximately \$200,000 per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this modification effective 1 February 1985. (S)

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∞: The Honorable Dave Durenberger Chairman, SSCI

The Honorable Joseph Addabbo Chairman, HAC

The Honorable Ted Stevens Chairman, SAC

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OP/PMCD/C&CPB/

(3 Jan 1985)

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Central Intelligence Agency



**Executive Registry** 85-

24 JAN 1985

The Honorable Dave Durenberger Select Committee on Intelligence United States Senate Washington, D.C. 20510

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, who serve overseas for one or two tours to meet unique

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To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be

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25X1 25X1 The Honorable Dave Durenberger

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Adoption of these criteria will increase the cost of overseas pay by approximately \$200,000 per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this modification effective 1 February 1985. (S)

Sincerely,
Executive Director
•

c: The Honorable Edward P. Boland Chairman, HPSCI

The Honorable Joseph Addabbo Chairman, HAC

The Honorable Ted Stevens Chairman, SAC

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24 JAN 1985

The Honorable Joseph Addabbo Chairman Subcommittee on Defense Committee on Appropriations House of Representatives Washington, D.C. 20515

Dear Mr. Chairman:

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The Honorable Joseph Addabbo

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Sincerely,
Executive Director

cc: The Honorable Edward P. Boland Chairman, HPSCI

The Honorable Dave Durenberger Chairman, SSCI

The Honorable Ted Stevens Chairman, SAC

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Central Intelligence Agency



24 JAN 1985

The Honorable Ted Stevens Chairman Subcommittee on Defense Committee on Appropriations United States Senate Washington, D.C. 20510

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The Honorable Ted Stevens

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The Honorable Dave Durenberger Chairman, SSCI

The Honorable Joseph Addabbo Chairman, HAC

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